

**Kyle, Wonda - ESA**

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**From:** tmclean@lortobco.com on behalf of wcrump@lortobco.com  
**Sent:** Monday, May 17, 2004 11:18 AM  
**To:** ofccp-public@dol.gov  
**Subject:** Proposed Amendment to 41 CFR Part 60-1

May 17, 2004

Joseph DuBray, Jr., Director  
Division of Policy, Planning and Program Development  
OFCCP  
Room C-3325, 200 Constitution Avenue, N.W.  
Washington, D.C. 20210

Dear Mr. DuBray:

I am writing on behalf of Lorillard, a federal contractor that employs approximately 3500 persons. Lorillard utilizes both Internet resources and traditional print and other media services to fill approximately 100 positions each year. Having developed a reputation as a top-notch employer, Lorillard receives voluminous responses to its postings of available positions. Thus, the OFCCP's recent proposed revised regulations regarding Internet applicants are of great importance to Lorillard.

First, let me praise the proposed revisions for recognizing the need to reasonably limit those Internet applicants for whom a contractor must attempt to collect race, gender and ethnicity information. Limiting contractors' burdens in this regard to those persons who meet advertised basic qualifications is a practical way to do this.

That said, however, I believe the OFCCP should have gone further and made this same revision for non-Internet applicants for whom information must be gathered, but not placing the same limitation on non-Internet applicants. In addition, I believe this will result in the OFCCP receiving inconsistent data, even with respect to the same job opening because Lorillard, like many other employers, uses multiple resources (Internet and non-Internet) for filling positions.

I appreciate your giving these comments your usual careful consideration before finalizing the proposed revised regulations.

Sincerely,

William Crump  
Vice President Human Resources  
Lorillard, Inc.